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ABSTRACT

This congressionally mandated report deals with Fiscal Year 1992 activities of the National Council on Disability. It outlines the mission of the National Council on Disability, lists members and staff, and summarizes the year's programs. The Council held hearings and forums on financing of assistive technology, Americans with Disabilities Act (ADA) research, rural and Native American issues, health insurance services, personal assistance services, and the ADA Watch, and conducted the Eastern European Conference on Disabilities and the Minorities with Disabilities conference. It carried out research studies regarding access to health insurance, financing of assistive technology, education for students with disabilities, and access to federal parks. The report also describes testimony before Congress, liaison with the National Institute on Disability and Rehabilitation Research, liaison with the President's Committee on Employment of People with Disabilities, information dissemination activities, and quarterly meetings of the Council. An appendix provides biographies of National Council members and staff. (JDD)

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National Council on Disability

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Annual Report to the President, and to the Congress of the United States

Volume 13

Fiscal Year 1992

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National Council on Disability

Annual Report to the President
and to
the Congress of the United States
Volume 13

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National Council on Disability
Annual Report Volume 13
Fiscal Year 1992

Publication date: March 31, 1993

National Council on Disability
800 Independence Avenue, SW
Suite 814
Washington, DC 20591

(202) 267-3846 Voice
(202) 267-3232 TDD
(202) 453-4240 Fax

The views contained in the report do not necessarily represent those of the Administration, as this document has not been subjected to the A-19 Executive Branch review process.

National Council on Disability
800 Independence Avenue, S.W.
Suite 814
Washington, DC 20591
202-267-3846 voice
202-267-3232 TDD

An Independent
Federal Agency

Letter of Transmittal

March 31, 1993

The President
The White House
Washington, DC 20500

Dear Mr. President:

In accordance with Section 401(a)(7) of the Rehabilitation Act of 1973, as amended, we are pleased to provide you with the Annual Report of the National Council on Disability for Fiscal Year 1992.

This past fiscal year has been very productive for the National Council. We conducted hearings, forums and conferences on such essential issues as protecting the rights of people with disabilities in this country and throughout the world, meeting the needs of minority members with disabilities, improving the nation's capacity for disability research, and enhancing access for people with disabilities to federal parks and recreation areas. The Council also completed four major studies regarding access to health insurance, financing of assistive technology, education for students with disabilities, and access to federal parks.

As the federal agency that initially proposed the Americans with Disabilities Act of 1990 (ADA), the National Council feels a particular obligation to ensure that the ADA is fully and successfully implemented. We, therefore, initiated the first year of our ADA Watch project to monitor implementation of the ADA. It is our intention to eliminate discrimination against people with disabilities from our society, and thereby to enhance the prospects for self-determination and dignity for all of our citizens with disabilities.

The National Council on Disability appreciates that you share these goals and takes great pride in presenting you with the enclosed report. The Council will continue to focus on important current and emerging public policy issues affecting people with

disabilities, their families, and their communities. We will continue to recommend public policy changes that will significantly increase the independence and community participation of people with disabilities. The National Council looks forward to working with you in the days ahead to create a better nation for our citizens with disabilities and for all Americans.

Sincerely,

John A. Gannon
Acting Chairperson
February 1993-present

Sandra Swift Parrino
Chairperson
October 1983-January 1993

(The same letter of transmittal was sent to the President Pro Tempore of the Senate and the Speaker of the House.)

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MISSION OF THE NATIONAL COUNCIL ON DISABILITY

The National Council on Disability is an independent federal agency composed of 15 members appointed by the President of the United States and confirmed by the U.S. Senate. It was established in 1978 as an advisory board within the Department of Education. The Rehabilitation Act Amendments of 1984 transformed the Council into an independent agency. The mission of the National Council on Disability is to provide leadership in the identification of emerging issues affecting people with disabilities and in the development and recommendation of disability policy to the President and the Congress. The statutory mandate of the National Council in Fiscal Year 1992 included the following:

- Reviewing and evaluating on an ongoing basis the effectiveness of all policies, programs, and activities concerning individuals with disabilities conducted or assisted by federal departments or agencies;

- Assessing the extent to which federal policies, programs, and activities provide incentives for community-based services, promote full integration of individuals with disabilities, and contribute to the independence and dignity of individuals with disabilities;

- Providing to the Congress, on an ongoing basis, advice, recommendations, and any additional information that the National Council or the Congress considers appropriate;

- Providing ongoing advice to the President, the Congress, the Commissioner of the Rehabilitation Services Administration (RSA), the Assistant Secretary of the Office of Special Education and Rehabilitative Services (OSERS), and the Director of the National Institute on Disability and Rehabilitation Research (NIDRR) on programs authorized in the Rehabilitation Act;

- Establishing general policies for reviewing the operation of NIDRR;

- Submitting an annual report with appropriate recommendations to the President and the Congress regarding the status of research affecting persons with disabilities and the activities of RSA and NIDRR;

- Providing advice to the RSA Commissioner on policies and conduct;

- Making recommendations on ways to improve research; the collection, dissemination, and implementation of research findings; and the administration of services affecting persons with disabilities;

- Reviewing and approving standards for independent living programs;

- Reviewing and approving standards for Projects with Industry programs;

- Providing guidance to the President's Committee on Employment of People with Disabilities; and

- Issuing an annual report to the President and the Congress on the progress that has been made in implementing the recommendations contained in the National Council's January 30, 1986 report, *Toward Independence*.

While many government agencies address issues and programs affecting people with disabilities, the National Council is the only federal agency charged with addressing, analyzing, and making recommendations on issues of public policy that affect people with disabilities regardless of age, disability type, perceived employment potential, economic need, specific functional ability, status as a veteran, or other individual circumstance. The National Council recognizes its unique opportunity to facilitate independent living, community integration, and employment opportunities for people with disabilities by ensuring an informed and coordinated approach to addressing their concerns and eliminating barriers to their active participation in community and family life.

NATIONAL COUNCIL MEMBERS AND STAFF[1]

MEMBERS

John A. Gannon, Acting Chairperson
Kent Waldrep, Jr., Vice Chairperson
Linda Wickett Allison
Ellis B. Bodron
Larry Brown, Jr.
Mary Ann Mobley Collins
Anthony H. Flack
Robert S. Muller
George H. Oberle, PED
Sandra Swift Parrino
Mary Matthews Raether
Shirley W. Ryan
Anne Crellin Seggerman
Michael B. Unhjem
Helen Wilshire Walsh

STAFF

Andrew I. Batavia, JD, MS, Executive Director
Edward P. Burke, Executive Assistant to the Chairperson
Billie Jean Hill, Program Specialist
Mark S. Quigley, Public Affairs Specialist
Brenda Bratton, Executive Secretary
Stacey S. Brown, Staff Assistant
Janice Mack, Administrative Officer
Lorraine Williams, Office Automation Clerk

[1] In Fiscal Year 1992, Sandra Swift Parrino was Chairperson, and Margaret Chase Hager and John Leopold were Members of the National Council on Disability. Ethel D. Briggs was Executive Director, Harold Snider was Deputy Director, Katherine D. Seelman, Ph.D., was Research Specialist, and Kathy Roy Johnson was Program Specialist at the National Council.

YEAR IN REVIEW: FY 1992

In its effort to provide leadership in the identification, development, and evaluation of disability policy, the National Council on Disability undertook a wide variety of activities in Fiscal Year 1992. It did so with the added leadership of three new National Council members who received confirmation from the U.S. Senate: Ellis B. Bodron of Vicksburg, Mississippi; Shirley W. Ryan of Glenview, Illinois; and Anne C. Seggerman of Fairfield, Connecticut.

The National Council's FY 1992 activities included continued support of the Americans with Disabilities Act of 1990 (ADA), Public Law 101-336, which was initially proposed by the National Council. The Council was able to achieve this goal by developing and implementing the first year of *ADA Watch*, a project designed to monitor the implementation of the ADA. The Council also identified the overall needs and concerns of individuals with disabilities by conducting hearings, forums and conferences throughout the country, and by responding to thousands of telephone and written inquiries on the ADA and other issues.

Among the highlights of FY 1992, the Council completed studies on financing assistive technology; ensuring access to health insurance and health-related services; assessing the impact of elementary and secondary education programs and special education for children with disabilities; and federal park accessibility (as mandated by Section 507 of the ADA). It held hearings on personal assistance services; health insurance; assistive technology; and ADA implementation.

At the request of the Czech and Slovak Federal Republic's Ministry of Labour and Social Affairs, the National Council also conducted The Eastern European Conference on Disabilities, in Prague, Czechoslovakia.

HEARINGS, FORUMS AND CONFERENCES

During FY 1992, the National Council conducted several hearings, forums and conferences to elicit public response on a number of issues affecting people with disabilities and to inform the public of its activities. The following is a summary of those activities:

Financing of Assistive Technology

October 17-18, 1991; Minneapolis, Minnesota

Synopsis

A hearing was held by the National Council on Disability to gather information from a broad array of users, producers and payers of assistive technology. Attendees were updated on the activities and initiatives of the National Council concerning assistive technology. The hearing contributed significantly to the attainment of information that would later be used in developing findings and recommendations for a National Council report to Congress and the Administration on financing assistive technology.

ADA Research

October 24-25, 1991; New Orleans, Louisiana

Synopsis

A hearing on research issues relating to the implementation of the ADA was conducted to identify research questions that should be addressed, including what data are needed to assist covered entities in complying fully with the Act and to assist policymakers in evaluating the effects of the Act. A wide variety of consumers and producers of disability research were assembled to address these important issues, which had not been previously explored. Essential information was obtained that would be used in planning and implementing one of the first major disability research conferences ever held.

Rural and Native American Issues

November 4-5, 1991; Oklahoma City, Oklahoma

Synopsis

A two-day hearing on *Rural and Native American Issues in Oklahoma* was conducted by the National Council to address a set of issues that are often overlooked by disability policymakers. Witnesses testified on numerous disability and health-related concerns affecting people living in rural areas,

particularly Native Americans. This hearing was one component of the National Council's effort to reach out to populations that traditionally have been underserved by disability programs and disability policy generally. The information obtained through this hearing will be used to develop better approaches to meeting the needs of rural and Native American populations.

Health Insurance

November 20, 1991; Des Moines, Iowa
February 20-21, 1992; San Francisco, California

Synopsis

As part of a two-year study commissioned by the National Council, hearings on access to health insurance and health-related services for individuals with disabilities were held in Iowa and California. The purpose of these hearings was to gather information on problems encountered by the disability community in gaining access to health care coverage and approaches to enhancing the access of people with disabilities. Consumers, providers and payers of health care services were brought together to offer the Council insights into this essential set of issues, which are now among the highest priorities for national policy. The information obtained from these hearings would later be used in developing findings and recommendations for a National Council report to the President and Congress.

Personal Assistance Services

February 25, 1992; Las Vegas, Nevada
September 10, 1992; Boston, Massachusetts

Synopsis

The National Council recognizes the overwhelming need of many persons with disabilities and their families for affordable and dependable personal assistance services. These include attendant services, interpreter services and reader services. Hearings on personal assistance services were conducted to discuss how to eliminate the financial barriers to obtaining these services and whether improved access to personal assistance services could be achieved through the reauthorization of the Rehabilitation Act. The National Council will continue to

hold hearings on this subject and will develop comprehensive recommendations to develop and implement policies that will enable persons with disabilities to live and work in their communities.

Eastern European Conference on Disabilities

April 13-15, 1992; Prague, Czechoslovakia

Synopsis

At the request of the Czech and Slovak Federal Republic's Ministry of Labour and Social Affairs, the National Council conducted *The Eastern European Conference on Disabilities* in Prague, Czechoslovakia. This conference offered an outstanding opportunity to spread the word internationally about our country's landmark historic achievement in developing and passing the ADA. The conference was designed to consider the many aspects of bringing people with disabilities into the mainstream of society in the various participating countries. The topics focused on the day-to-day barriers faced by people with disabilities in Eastern Europe and how to eliminate them cost-effectively.

Minorities with Disabilities Conference

May 6-7, 1992; Jackson, Mississippi

Synopsis

In conjunction with Jackson State University, the National Council conducted a conference entitled *Addressing the Unique Needs of Minorities with Disabilities: Setting an Agenda for the Future*. Minorities constitute a disproportionate share of the population of people with disabilities. This conference was the first ever to address the essential issues affecting minority members with disabilities. The conference focused on the following issues as they relate to different racial and ethnic populations: rehabilitation; prevention; employment; research; physical and mental health; violence; substance abuse; empowerment; and education. The National Council has identified the concerns of minority members with disabilities as a key priority, and will be publishing a summary of the proceedings of this national conference in FY 1993.

ADA Watch Hearing

June 15-16, 1992; Washington, DC

Synopsis

The ADA Watch, an initiative to monitor and evaluate the implementation of the ADA, was initiated by the National Council to ensure that the promises of the ADA would become reality in the lives of Americans with disabilities. This project is discussed below in the section on research studies. As part of the project, the Council sponsored three Capitol Hill briefings involving non-profit associations, private sector business groups, and federal officials to provide information on ADA Watch activities and facilitate voluntary compliance with the ADA through enhancing communication among covered entities.

RESEARCH STUDIES

The National Council has a long history of conducting research in areas of critical interest to persons with disabilities. To this end, the National Council, in response to its Congressional mandate, continued to act as liaison to the National Institute on Disability and Rehabilitation Research (NIDRR), as discussed further in the section on liaison with NIDRR below. For example, in FY 1992, the National Council developed a cooperative agreement with NIDRR to conduct a national disability policy research conference in FY 1993.

In addition, the National Council itself commissioned five research studies that will impact on the successful implementation of the ADA, the ability of people with disabilities to live productively and independently in their communities, and the quality of life for people with disabilities. The studies address issues concerning education, health insurance, financing assistive technology, ADA implementation, and federal park accessibility. Reports on the findings and recommendations of the National Council based on these studies are being released in the current fiscal year, FY 1993. The following is a brief description of these studies:

Education

The National Council's education study, *Serving the Nation's Students with Disabilities: Progress and Prospects*, examines the outcomes of elementary and

secondary education programs and special education for children and youth with disabilities. The study examines outcomes such as academic achievement, work preparation and quality of life. This is the second education study conducted by the National Council. It tracks progress in improving our education system for students with disabilities since the first study, entitled *The Education of Students with Disabilities: Where Do We Stand?*, was issued in September 1989.

Health Insurance

The health insurance study, *Sharing the Risk and Ensuring Independence: A Disability Perspective on Health Insurance* provides valuable information to policymakers concerned with issues of health care reform. The purpose of this study was to identify barriers to and supports for health insurance and health-related services in the public and private sectors. A report with Council recommendations addressing the problems faced by individuals with disabilities in obtaining adequate coverage was published after the study in FY 1993.

Technology

The Council's technology study, *Financing Assistive Technology Devices and Services for Individuals with Disabilities*, was mandated by Congress in the Technology-Related Assistance for Individuals with Disabilities Act of 1988. This study examined federal laws, regulations, procedures and practices that facilitate or impede the ability of States to develop consumer-responsive statewide systems of technology-related assistance for individuals with disabilities. It considers financing mechanisms in the public and private sectors and their impact on the lives of people with disabilities. A report containing a set of detailed recommendations that will assist policymakers in creating increased opportunities for people with disabilities to obtain appropriate assistive technologies was published after the study in FY 1993.

ADA Watch

The National Council's ADA Watch project monitors and evaluates the implementation of the ADA. The first year of this project included the following activities: evaluating the progress of federal agencies in issuing regulations, providing technical assistance, and establishing and utilizing enforcement mechanisms; examining efforts by covered entities in voluntarily

complying with the ADA; assessing efforts of the non-profit sector in furthering the goals of the ADA; tracking ADA litigation and complaints; and identifying exemplary programs that enhance access, improve employment opportunities, and otherwise guarantee the civil rights of people with disabilities.

Federal Park Accessibility

Mandated by Section 507 of the Americans with Disabilities Act, the National Council completed a study of the accessibility of federal parks and recreation areas. It analyzed the effects that wilderness designations and wilderness land management practices have on the ability of individuals with disabilities to use and enjoy the National Wilderness Preservation System (NWPS). It focused particularly on the National Park Service, the U.S. Forest Service, the Bureau of Land Management, and the Fish and Wildlife Service. Its report entitled *Wilderness Accessibility for People with Disabilities: A Report to the President and the Congress of the United States on Section 507(a) of the Americans with Disabilities Act* was issued in early FY 1993.

TESTIMONY BEFORE CONGRESS

During FY 1992, the National Council on Disability provided formal testimony before the Congress on four occasions. These were as follows:

February 20, 1992, before the U.S. House of Representatives

Sandra Swift Parrino, Chairperson, and Larry Brown, Jr., Member, testified before the U.S. House of Representatives, Committee on Education and Labor, Subcommittee on Select Education, on *Enhancing the Leadership Capacity of the National Council on Disability in the Post-ADA Environment*.

May 14, 1992, before the U.S. Senate

Sandra Swift Parrino, Chairperson, submitted testimony to the U.S. Senate Committee on Appropriations, Subcommittee on Labor, Health and Human Services, and Education, regarding the Fiscal Year 1993 Budget Request for the National Council on Disability.

April 7, 1992, before the U.S. House of Representatives

The U.S. House of Representatives Committee on Appropriations, Subcommittee on Labor and Human Services, and Education, received testimony from Sandra Swift Parrino, Chairperson, and John A. Gannon, Member, regarding its Fiscal Year 1993 Budget Request.

June 30, 1992, before the U.S. Senate

Sandra Swift Parrino testified before the U.S. Senate Committee on Labor and Human Resources, Subcommittee on Disability Policy, on the reauthorization of the Rehabilitation Act of 1973, as amended.

LIAISON WITH THE NATIONAL INSTITUTE ON DISABILITY AND REHABILITATION RESEARCH

The National Council held regular meetings with the Director and the staff of NIDRR to discuss the continued development of the NIDRR five-year plan and to coordinate the efforts of the Council and NIDRR in other research areas of mutual concern. In addition, the National Council made recommendations to NIDRR on issues of public policy that affect the wide range of people with disabilities, including individuals of different ages, conditions, perceived employment potentials, economic needs, specific functional abilities, or other individual circumstances.

LIAISON WITH THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

In accordance with its authorizing statute, the National Council continued to provide guidance to the President's Committee on Employment of People with Disabilities. During the fiscal year, the National Council and the President's Committee worked cooperatively to identify key employment issues that deserve the attention and resources of the President's Committee. Members of the National Council and the President's Committee attend each others' quarterly/annual meetings.

INFORMATION DISSEMINATION

Throughout the fiscal year, the National Council received thousands of telephone calls and letters from concerned individuals and organizations about disability issues. The Council also continued to increase its communication of important information to persons with disabilities and their families, the Administration, the Congress, and the public through its ***FOCUS*** newsletter, special reports, annual reports, and ongoing interaction with the news media.

QUARTERLY MEETINGS OF THE NATIONAL COUNCIL

As required by Section 400(c) of the Rehabilitation Act of 1973, as amended, the full Council met on four occasions during the fiscal year. The following are the dates and locations of these meetings:

November 4-6, 1991; Oklahoma City, Oklahoma

February 24-26, 1992; Las Vegas, Nevada

May 4-6, 1992; Jackson, Mississippi

September 9-11, 1992; Boston, Massachusetts

APPENDIX

NATIONAL COUNCIL MEMBER AND STAFF BIOGRAPHIES

NATIONAL COUNCIL MEMBERS

John A. Gannon, Acting Chairperson

John Gannon of Cleveland, Ohio, and Washington, D.C., founded John A. Gannon and Associates. His firm has offices in Columbus and Cleveland, Ohio; Denver, Colorado; and Washington, D.C. A fire fighter for more than 30 years, Mr. Gannon was an active leader of the International Association of Fire Fighters (IAFF) Local 93. Starting as a member of the local IAFF committee, he eventually became President, a position he held for 10 years before being elected to national office.

In September 1988, Mr. Gannon was elected IAFF President Emeritus. He had served as President of the 170,000-member organization since 1980. Under his leadership, the IAFF expanded its role in occupational safety and health. Concerned about the hazards of his profession, he guided and directed a series of programs to promote greater safety and health protection. One program sponsored research on safer garments and equipment for fire fighters. Mr. Gannon also fostered development of the IAFF Burn Foundation, which raises funds for research on the care of people who have experienced severe burns. In 1985, the Metropolitan General Hospital in Cleveland dedicated the John Gannon Burn and Trauma Center in recognition of his support for the hospital.

Mr. Gannon was elected Vice President of the AFL-CIO, with which the IAFF is affiliated. Within the AFL-CIO, he is Vice President of the Public Employee Department. On the Executive Council, he is a member of several committees. He serves on the board of the National Joint Council of Fire Service Organizations and in 1982 served as its Chairman. He is a Member of the Board of the Muscular Dystrophy Association. Mr. Gannon attended Miami University in Ohio and Glasgow University in Scotland, and studied at Baldwin-Wallace College and Cleveland State University.

Kent Waldrep, Jr., Vice Chairperson

Kent Waldrep has been involved with disability issues on the local, state, and national levels since his spinal cord injury in 1974 while playing football for Texas Christian University. Since 1981, Mr. Waldrep has served on the National Council. Beyond serving as Vice Chairperson, he serves as Chairman of the Research and Prevention

Committee. He was instrumental in formulating the National Council initiative on preventing primary and secondary disabilities.

Mr. Waldrep, one of 15 original drafters of the Americans with Disabilities Act, gave the legislation its name. He has lectured nationwide on subjects ranging from national disability policy to medical research targeted at curing paralysis. He founded the American Paralysis Association and the Kent Waldrep National Paralysis Foundation. He has appeared on *Good Morning America,* the *Today Show*, the *NBC Nightly News,* and *CNN*, and has been featured in *People, Look, USA Today,* and other magazines.

He was selected by the U.S. Jaycees as one of 1985's ten Outstanding Young Men in America and received a special award from the Texas Sports Hall of Fame and a sports/fitness award from the President's Council on Physical Fitness. Kent Waldrep Days have been celebrated in four Texas cities and Birmingham, Alabama. He serves on many boards, including the Texas Rehabilitation Commission. He is past Chairman of the Texas Governor's Committee for Disabled Persons and the Dallas Rehabilitation Institute. He also is Chairman of Turbo-Resins, Inc., a family-owned and -operated aviation repair business. He lives in Plano, Texas, with his wife Lynn and two sons, Trey and Charles Cavenaugh.

Linda Wickett Allison

Linda Allison of Dallas, Texas, is a long-time advocate of people with disabilities. She is a Board Member of the National Paralysis Foundation and a trustee for the International Spinal Research Trust. Mrs. Allison, who grew up in Fort Worth, has three children. Her daughter Marcy was paralyzed from the waist down in a 1979 automobile accident. Marcy graduated from the University of Texas School of Law in 1986 and practices law in Austin. Mrs. Allison's late husband, James N. Allison, Jr., owned the *Midland Reporter Telegram* and other newspapers in Texas and Colorado and was a Deputy Chairperson of the Republican National Committee.

Ellis B. Bodron

Ellis Bodron of Vicksburg, Mississippi, has been a practicing attorney since 1947. He served 36 years as a member of the Mississippi legislature, one term in the House of Representatives and eight terms in the Mississippi Senate. He also chaired the Senate Finance Committee from 1961 until 1983.

Mr. Bodron, who is blind, is associated with several civic organizations, including the Vicksburg Lions Club, Vicksburg Chamber of Commerce, and the University of

Mississippi Alumni Association. In addition, he is a Member of the Advisory Board of Directors, Deposit Guaranty National Bank.

Mr. Bodron has also been a member of the Agriculture and Industrial Board, which preceded the Board of Economic Development, and the Committee of Budget and Accounting and the Board of Trustees of the Mississippi Public Employees Retirement System. He graduated with a Bachelor of Arts and a Bachelor of Law Degree from the University of Mississippi. He is married with two children.

Larry Brown, Jr.

Since 1981, Larry Brown of Potomac, Maryland, has been the Xerox Business and Community Relations Manager for the Mid-Atlantic Region, Coastal Operations, Custom Systems Division. In 1991, he became Government and Community Relations Manager with Integrated Systems Operations.

Mr. Brown was a Running Back for the Washington Redskins for eight years. During that time, he received many awards, including Most Valuable Player in the National Football League for 1972. He was inducted into the Washington, D.C., Touchdown Hall of Fame in 1991.

After retiring from football in 1977, he worked at E.F. Hutton as a Personal Financial Management Adviser. He has been Special Assistant to the Director, Office of Minority Business Enterprise, Department of Commerce. He is involved with youth, people with disabilities, and senior citizens. Mr. Brown has spoken at schools, colleges, and universities on topics such as motivation, discipline, and camaraderie. He works with many organizations, including the Friends of the National Institute on Deafness and Other Communication Disorders, the Deafness Research Foundation, and the Vincent Lombardi Foundation.

Mary Ann Mobley Collins

A former Miss America who lives in Beverly Hills, California, Mary Ann Mobley Collins has a career in film, television and on Broadway. She has co-hosted National March of Dimes telethons with her husband, Emmy-award-winning actor Gary Collins; she is a member of the National Board of the March of Dimes Foundation and is National Chair of the Mother's March against Birth Defects. She is a Member of SHARE, a Los Angeles-based women's organization that has raised more than $6 million for the Exceptional Children's Foundation for the Mentally Retarded. She serves on the National Board of the Crohns and Colitis Foundation.

Mrs. Collins helped raise funds for the Willowood Foundation in her native Mississippi, which provides homes for young adults with mental and physical disabilities. She has received many awards and honors, including the 1990 International Humanitarian Award from the Institute for Human Understanding, Woman of Distinction 1990 from the National Foundation for Ileitis and Colitis, and the HELP Humanitarian Award of 1985 from HELP for Handicapped Children. She has filmed documentaries in Cambodia, Ethiopia, Mozambique, Somalia, Kenya, Sudan, and Bolivia on the plight of starving children and people with disabilities.

Anthony H. Flack

Anthony Flack of Norwalk, Connecticut, is president of Anthony H. Flack & Associates. He has been a Member of the Board of Families and Children's Aid of Greater Norwalk and has worked with the Child Guidance Center of Greater Bridgeport, the Youth Shelter in Greenwich, Hall Neighborhood House in Bridgeport, and the Urban League of Greater Bridgeport. Mr. Flack is a Member of the Allocations and Admissions Committee, United Way of Norwalk, and received the Bell Award for outstanding service in the field of mental health at the Bridgeport Chapter, Connecticut Association of Mental Health.

Robert S. Muller

Robert Muller of Grandville, Michigan, began his career with Steelcase, Inc., in 1966 and is now an Administrator in human resources. He is an Adjunct Professor in the Department of Psychology at Aquinas College and in the Department of Education at Calvin College in Grand Rapids. He serves on the Board of Trustees for Hope Network and Foundation in Grand Rapids, which serves 1,700 adults with disabilities. In April 1981, he received an honorary degree in educational psychology from the Free University in Amsterdam, the Netherlands.

Mr. Muller holds a B.S. in business administration from Aquinas College and in 1978 was voted Outstanding Alumnus of the Year. He has lectured at colleges and universities nationally and internationally. He is a Board Member for several national, state, and local organizations.

In May 1987, Mr. Muller and his wife Carol hosted a first-time event at the White House with the Vice President. The Celebration of Disabled Americans at Work was co-sponsored by several major corporations. Mr. Muller now serves as President of the National Roundtable on Corporate Development for Americans with Disabilities. In 1985, he received the Liberty Bell Award from the Grand Rapids Bar Association. In 1988, he was National Co-Chair of the Disabled Americans for President Bush

Campaign and in 1992 was an Honorary National Member of the Bush/Quayle Disability Coalition Campaign. In November 1992, Mr. Muller was appointed to the Governor's Commission on Handicapped Concerns for Michigan.

George H. Oberle, PED

Dr. George Oberle of Stillwater, Oklahoma, has more than 40 years' experience in the field of health, physical education, and recreation. He began his career as a high school teacher and coach, and has been a Professor and Director of the School of Health, Physical Education and Leisure at Oklahoma State University since 1974. Dr. Oberle is a consultant to many organizations in the area of administration and adaptive physical education. In 1988, he worked with the Kennedy Foundation to organize and direct a new program of Unified Sports for the Special Olympics.

Dr. Oberle chaired the College and University Administrators Council (1980-82); was President of the Association for Research, Administration, Professional Councils and Societies (1984-87); and served as a Board Member of the American Alliance of Health, Physical Education, Recreation and Dance (1985-89). Awards include the 1985 Centennial Award from the American Association of Health, Physical Education, Recreation and Dance; and Meritorious Service Awards from Indiana and Oklahoma.

He was selected for *Men of Achievement* in 1975 and recognized in *Who's Who of the Southwest* in 1977. Dr. Oberle received his doctorate from Indiana University in administration and adapted physical education. He lectures extensively about wellness promotion, adapted physical activity, sports and recreation for people with disabilities.

Sandra Swift Parrino

As a member and former Chairperson of the National Council, Sandra Swift Parrino has played an active role in key issues affecting the lives of people with disabilities. Nominated by President Reagan in 1982, appointed Chairperson by the President in 1983, and reappointed by President Bush, Sandra Swift Parrino has supported the rights of people with disabilities before Congress, in the media, and before groups nationwide. Under her leadership, the National Council has been a driving force to create public policies that affect the nation's people with disabilities.

During her tenure as Chairperson, the National Council worked for the creation and enactment of legislation for people with disabilities; issued policy statements such as *National Policy for Persons With Disabilities*; convened hearings nationwide to solicit comments and recommendations from people with disabilities about how to eliminate discrimination; issued a major report, *Toward Independence*, that outlines key

components of a comprehensive civil rights law protecting people with disabilities; initiated the first national survey of attitudes and experiences of Americans with disabilities, in conjunction with Louis Harris and Associates, Inc.; issued *On the Threshold of Independence*, a report outlining specifics of the Americans with Disabilities Act; created and developed the Americans with Disabilities Act; participated with President Bush at the signing of the Americans with Disabilities Act; conducted the first National Conference on the Prevention of Primary and Secondary Disabilities; issued reports on minorities with disabilities and personal assistance services; and planned reports on health insurance, financing assistive technology, and educating students with disabilities.

Before becoming National Council Chairperson, Sandra Parrino founded and directed the Office for the Disabled, in Ossining and Briarcliff Manor, New York, where she created a regional program for public and private organizations that focused on programs for people with disabilities and compliance with Section 504. She has more than 25 years' experience on boards, councils, commissions, committees, and task forces at the federal, regional, state, and local levels and as an expert witness, community leader, organizer, and activist.

Mrs. Parrino has represented the U.S. government on disability issues in many countries. She has been invited by the Department of State to represent the United States at the Meetings of Experts in Finland and China, and represented the United States at the United Nations Center for Social Development in Vienna several times. In 1990, 1991, and 1992 she was a Delegate at the Third Committee on Social Development of the United Nations. In 1991, she was invited by the People's Republic of China to assist them in their efforts to help people with disabilities. At the request of the government of Czechoslovakia, she and the National Council were invited to conduct the Eastern European Conference on Disabilities for participants from Czechoslovakia, Poland, and Hungary.

Mrs. Parrino graduated from Briarcliff College with a B.A. in history, and completed courses at Bennett College, GuildHall School of Drama in London, and the Yale School of Languages. In 1992, Mrs. Parrino received an Honorary Doctorate of Humane Letters from St. John's University in New York. Her husband Richard is a rheumatologist. They have three children, two of whom have disabilities. Sandra Parrino was born in New Haven, Connecticut, and lives in Briarcliff Manor, New York.

Mary Matthews Raether

Mary Matthews Raether of McLean, Virginia, is associated with St. John's Child Development Center, a nonprofit organization providing instruction, employment training, and independent and group home living skills for people with severe mental disabilities, especially autism. Mrs. Raether has been an Officer and Trustee of St. John's since 1985, has chaired the public relations committee, and participated on the executive, nominating, investment, and development committees.

Mrs. Raether has been active in civic, educational, and religious organizations in the Washington metropolitan area. While community Vice President of the Junior League of Washington, she developed emergency grant procedures and fund-raising information services for small and emerging nonprofit organizations. Mrs. Raether has 10 years' experience as Legislative Assistant to Representatives George Bush and Barber Conable. She specialized in tax, Social Security, Medicare/Medicaid, and trade issues. She considers her efforts in clarifying the tax status of lobbying by nonprofit organizations an outstanding career accomplishment. She received a B.A. from the University of Texas at Austin in 1962. She is married and has two children.

Shirley W. Ryan

Shirley W. Ryan, of Kenilworth, Illinois, is President and Co-founder of the Pathways Center for Children, an out-patient, individualized neurodevelopmental therapy center for children with delayed gross or fine motor activity and/or motor-based eating problems. In a related activity, Mrs. Ryan is President and Co-Founder of Pathways Awareness Foundation, a public health care awareness organization that focuses on issues that include child development problems and early infant assessment procedures of children with special needs.

As part of her outreach commitment to the community, Mrs. Ryan serves as a trustee for the Ronald McDonald's Childrens' Charities and also is Director of the United Cerebral Palsy Association of Chicago. She also participates as an Executive Committee Member for the Chicago Community Trust, a public foundation that makes awards in the areas of health, social services, education, civic affairs, and arts and humanities.

Her other activities include service as Vice Chairman, Board of Directors, Chicago Council on Foreign Relations, Founder, Northwestern University graduate school invitational course; founding member, Northwestern University Women's Board; and Director, Chicago Foundation on Education.

Mrs. Ryan's mission continues to focus on helping children with movement difficulties and their families. Thanks to her vision and perseverance, hundreds of thousands of Americans have learned what signs in a baby's physical development may signal delayed development and the need for assistance. Mrs. Ryan is married and has three children.

Anne Crellin Seggerman

Anne Crellin Seggerman of Fairfield, Connecticut, is the founder of Fourth World Foundation, Inc., a company engaged in the development of interfaith media.

A member of the Bridgeport Urban Gardens and Youth at Risk/Breakthrough Foundation, Mrs. Seggerman founded and serves as the Chairman of the Board of the Fairfield County Chapter of Huxley Institute for Biosocial Research. She previously was a member of the President's Committee on Mental Retardation.

Mrs. Seggerman is listed in *Who's Who of American Women* and has received numerous honors including an Honorary Doctor of Humane Letters Award from Sacred Heart University. She is a Member of the Association of Knights and Ladies of the Holy Sepulchre, and the American Association of the Order of Malta. She was previously appointed to serve on the Housing of Handicapped Families Committee of the Department of Housing and Urban Development.

Mrs. Seggerman is experienced in providing care, treatment, and rehabilitation to people with schizophrenia and has extensive experience with people with alcoholism and children with learning disabilities. She is married and has six adult children.

Michael B. Unhjem

Michael Unhjem of Fargo, North Dakota, is President of Blue Cross Blue Shield of North Dakota. He is the youngest person ever elected to the North Dakota House of Representatives, a member of the National Conference of Commissioners on Uniform State Laws, and he served in 1988 as President of the National Mental Health Association.

Mr. Unhjem has been involved in local and national organizations, including the Advisory Mental Health Council of the U.S. Department of Health and Human Services; the Governor's Commission on Mental Health Services; the National Alliance for Research on Schizophrenia and Depression; and the National Mental Health Leadership Forum. Awards include the 1989 Special Presidential Commendation from the American Psychiatric Association, the 1988 Distinguished

Leadership Award from the North Dakota Psychological Association, and the National Excellence in Leadership Award from North Dakota.

He has been recognized by *Who's Who in American Politics, Who's Who in North Dakota, Who's Who in the Midwest, Personalities of America,* and *Men of Achievement.* Mr. Unhjem graduated magna cum laude with a B.A. in history and political science from Jamestown College in North Dakota in 1975. In 1978, he earned a J.D. with distinction from the University of North Dakota School of Law in Grand Forks. He is married and has two children.

Helen Wilshire Walsh

Helen Walsh of Greenwich, Connecticut, is a Board Member of the Rehabilitation Institute of Chicago, one of the largest rehabilitation facilities in the world. She has been involved in disability advocacy for many years and has been associated with the Institute of Rehabilitation Medicine at the New York Medical Center, where she served as Associate Trustee. She has served as Vice President, President, and Chairman of the Board of Rehabilitation International, USA.

Ms. Walsh has been a Member of the President's Committee on Employment of People With Disabilities, and was appointed by the President to serve as a Member of the National Advisory Council of Vocational Rehabilitation. In 1976, Ms. Walsh received the Henry J. Kessler Award for outstanding service in the rehabilitation field. She has received the Rehabilitation International Award for Women and the Anwar Sadat Award for outstanding work in the field of rehabilitation.

NATIONAL COUNCIL STAFF

Andrew I. Batavia

Andrew I. Batavia is Executive Director of the National Council on Disability. He formerly served as Research Director for Disability and Rehabilitation Policy at Abt Associates. Prior to joining Abt, he was Associate Director of the White House Domestic Policy Council, where he was responsible for coordinating federal policy on health care, disability, housing, education, and veterans affairs. He received his bachelor's degree in economics and sociology from the University of California, his master's degree in health services research from Stanford Medical School, and his jurisdoctorate degree from Harvard Law School.

After law school, Mr. Batavia served for two years as an attorney for the U.S. Department of Health and Human Services. He left that position in 1986 when he was awarded the Mary E. Switzer Distinguished Research Fellowship in Medical Rehabilitation Finance from the National Institute on Disability and Rehabilitation Research (NIDRR) of the U.S. Department of Education. He then served for four years as Associate Director for Health Services Research at the National Rehabilitation Hospital Research Center in Washington, D.C. In that capacity, he wrote two books and more than 20 other publications on issues of disability and health care policy.

In 1987, Mr. Batavia was made a Fellow of the Washington Academy of Sciences. In 1988, he was awarded the Distinguished Disabled American Award from the President's Committee on Employment of People with Disabilities. In 1989, he received an International Fellowship from the International Disability Exchanges and Studies (IDEAS) Program of NIDRR, and conducted research on how the Dutch health care system affects people with disabilities. In 1990, he was appointed a White House Fellow by the President and served as special assistant to Attorney General Richard Thornburgh at the U.S. Department of Justice.

Mr. Batavia is the founding Associate Editor of the *Journal of Disability Policy Studies* and a co-founding Board Member of Independent Living Assistance, Inc. He is an Adjunct Assistant Professor at the Georgetown University School of Medicine and a member of the Bar of the U.S. Supreme Court, the Bar of the District of Columbia, the State Bar of California, and Georgetown's Kennedy Institute of Ethics.

Edward P. Burke

Edward P. Burke currently serves as Executive Assistant to the Chairperson and Chief of Government Liaison of the National Council on Disability. Prior to this position, Mr. Burke served as Special Assistant to the Commissioner at the U.S. Administration on Developmental Disabilities, where he worked closely with the Commissioner and senior staff in the management of an annual budget in excess of $105 million supporting a nationwide network of over 160 programs (Developmental Disabilities Councils, Protection and Advocacy Systems, University Affiliated Programs, and Projects of National Significance).

Mr. Burke has also served as the Executive Director of the New Hampshire Developmental Disabilities Council and Executive Director of Autism Services Association in Massachusetts. He has extensive experience in direct work with people with severe disabilities and family members, particularly concerning issues such as family support, individual support and advocacy, special education in mainstream

neighborhood schools, responsible deinstitutionalization programming, and expert court opinion.

Mr. Burke holds several degrees and certifications in the areas of special and regular education and was awarded one of two Winston Churchill Fellowships granted to U.S. citizens in 1979. He has considerable experience in serving as a consultant and trainer to major governmental and private sector agencies in this country and abroad around the planning, implementation, and evaluation of programs designed to increase the independence and community integration of people with disabilities, and has published and edited numerous articles and papers on both the clinical and policy aspects of serving people with disabilities.

Billie Jean Hill

Billie Jean Hill joined the staff of the National Council on Disability as Program Specialist in March 1992. Previously, Ms. Hill was Director of Communications and Editor for the Blinded Veterans Association and earlier served as founding Director of a statewide broadcast service for persons with reading disabilities with Mississippi Educational Television in her home state. She was appointed to work on a governor's commission in Mississippi to report on the needs of children and youth in rural Mississippi who are disabled. Ms. Hill studied journalism and education at Mississippi University for Women and at the University of London in England. She serves as Chairperson of the Board of Publications for the American Council of the Blind.

Mark S. Quigley

Mark Quigley joined the staff as a Public Affairs Specialist in May 1990. He previously served as a consultant to the U.S. National Commission on Drug-Free Schools. He is a former program coordinator at the U.S. Interagency Council on the Homeless and former Director of Communications at the White House Conference on Small Business. Mr. Quigley graduated *magna cum laude* in 1979 from Northern Virginia Community College in Annandale, Virginia, with an A.A. in general studies. He received a B.A. in government and politics in 1983, and an M.P.A. in public administration in 1990 from George Mason University in Fairfax, Virginia.

Brenda Bratton

Brenda Bratton, Executive Secretary for the National Council, was formerly employed as a secretary at the National Transportation Safety Board. Ms. Bratton graduated from Farmville Central High School and the Washington School for Secretaries.

Stacey S. Brown

Stacey Brown is Staff Assistant to the chairperson and has been employed by the National Council since 1986. Prior experience includes employment as a receptionist and clerk with the Board for International Broadcasting and with the Compliance and Enforcement Unit of the Architectural and Transportation Barriers Compliance Board, where he was a student assistant. Mr. Brown is a graduate of Howard University in Washington, D.C., where he earned a B.A. in political science in 1987.

Janice Mack

Janice Mack, who serves as the Administrative Officer for the National Council, was formerly employed with the National Oceanic and Atmospheric Administration. Ms. Mack graduated from Calvin Coolidge High School.

Lorraine Williams

Lorraine Williams is Office Automation Clerk for the National Council. She graduated from Valdosta High School in Valdosta, Georgia, and attends Strayer College, where she is majoring in computer information systems science.

National Council on Disability
800 Independence Avenue, SW
Suite 814
Washington, DC 20591

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